STATEMENT OF WORK

ENVIRONMENTAL COMPLIANCE AND ANALYSIS SERVICES

FOR AIR COMBAT COMMAND

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1. INTRODUCTION

1.1 GENERAL

The Air Combat Command (ACC) Civil Engineer is charged with the responsibility to protect, preserve and restore the environment on ACC installations and sites throughout the continental United States (CONUS) and various overseas locations (OCONUS). ACC is committed to environmental protection and to providing installation commanders with a variety of resources to meet these demanding requirements.

The broad range of services described in this Statement of Work (SOW) outlines the types of services which may be performed by one or more contractors in support of ACC installations, sites and other locations which support ACC in its current or planned missions. Additionally, the contractor may be tasked to support other Department of Defense (DoD) agencies through Memorandums of Agreement (MOAs) between the agencies. The MOA will ensure the agency complies with all terms and conditions of the contract. The type of services to be provided include primarily but not limited to environmental compliance and analysis services in the following areas:

1.1.1 Environmental Investigations and Studies

The National Environmental Policy Act (NEPA) requires ACC installations to perform environmental investigations and studies to evaluate the potential environmental impact of proposed activities. The contractor may be tasked to perform field surveys, site visits, interviews, literature research and other investigative studies and analyses. These tasks are an essential part of the preparation of environmental impact statements, environmental assessments, and associated decision documents. In addition, the contractor may be asked to complete comprehensive studies and investigations to support the installation's cultural, natural resources and historical preservation programs. Finally, environmental investigations and studies may be required in the command's restoration division to assess the contamination of sites.

1.1.2 Environmental Audits

Environmental audits and assessments are a vital tool for installation commanders and environmental managers in the administration of their environmental programs.
AFI 32-7045 and the Environmental Compliance Assessment and Management Program (ECAMP) Assessment Protocols manual dictate the procedures for the development and execution of an installation environmental evaluation. The ECAMP consists of command management of the program, assessment of evaluation results, correction of deficiencies, internal and external evaluations. These evaluations enable the installation to accurately

monitor and maintain compliance with environmental laws and regulations. Air Combat Command takes pride in providing high quality external audits and assessments at all installations and ranges on a 3 year cycle. The contractor may be tasked to provide technical and administrative support for active installations as well as those identified for closure or realignment.

1.1.3 Environmental Compliance

The provision of sound environmental stewardship at ACC installations is based upon compliance with all federal, state, and local environmental laws and regulations. The contractor may be tasked to provide environmental compliance services in areas including but not limited to the preparation of permit applications, development of management action plans including updates, revisions and databases, waste stream assessments/characterizations, and pollution prevention surveys and assessments.

1.1.4 Environmental Services

Environmental training is an important element of a successful environmental program. It is vital for all personnel on an installation to be aware of environmental policies and programs and have the skills necessary to execute the programs if our installations are to be good stewards of the environment. The contractor may be tasked to develop and provide a comprehensive training program to include but not limited to awareness training, hazardous waste management training, and emergency response training. Additionally, the contractor may be required to develop and maintain technical libraries and resource centers.

1.2 SCOPE

This SOW describes a variety of environmental compliance and analysis services required to ensure ACC installations and other sites authorized by HQ ACC comply with applicable federal, state and local environmental laws and regulations. Contractor services will be required in the areas of (1) Environmental Analysis, (2) Environmental Audits and Assessments, (3) Environmental Compliance/Pollution Prevention, (4) Other Environmental Services. This SOW will discuss a myriad of environmental services which comprise this effort (See Section 3) and also outlines the personnel, management and reporting requirements necessary for the contractor to perform the task order requirements.

The contract will be executed and task orders will be placed against it as requirements are identified. The detailed scope of specific work assignments and associated deliverables will be specified by the Air Force in a separate SOW for each task order. The Air Force may issue task orders identifying required performance at multiple sites. The contractor's proposal shall include a work plan which details the technical approach the contractor will take to complete the task. The Air Force will perform a technical evaluation of each

proposal and upon issue of a fully executed task order, the contractor shall complete the work as described in the individual task order's SOW and the work plan.

1.3 APPLICABLE REGULATIONS AND LAWS

The contractor shall comply with all current: (1) federal, state and local environmental statutes, laws and regulations, (2) Presidential Executive Orders, (3) DoD directives, (4) Air Force Instructions (AFIs) and policy documents. A listing of DoD Directives and AFIs are listed below. For work at overseas locations, the contractor shall also comply with applicable host nation statutes and agreements.

1. AFI 32-7001 Environmental Budgeting
2. AFI 32-7002 Environmental Information Management System
3. AFI 32-7020 The Environmental Restoration Program
4. AFI 32-7040 Air Quality Compliance
5. AFI 32-7041 Water Quality Compliance
6. AFI 32-7042 Hazardous Waste Compliance
7. AFI 32-7043 Hazardous Waste Management Guide
8. AFI 32-7044 Storage Tank Compliance
9. AFI 32-7045 Environmental Compliance Assessment and Management Program
10. AFI 32-7047 Compliance Tracking and Reporting
11. AFI 32-7060 Interagency and Intergovernmental Coordination for Environmental Planning
12. AFI 32-7061 The Environmental Impact Analysis Process
13. AFI 32-7062 Air Force Comprehensive Planning
14. AFI 32-7063 Air Installation Compatible Use Zone Program
15. AFI 32-7064 Integrated Natural Resources Management
16. AFI 32-7065 Cultural Resources Management

17. AFI 32-7066 Baseline Surveys in Real Estate Transactions

18. AFI 32-7080 Pollution Prevention Program

19. AFI 32-7086 Hazardous Materials Management

20. DoD Directive 6050.1: Environmental Effects in the US of DoD Actions

21. Overseas Baseline Guidance Document

22. AF Action Memorandum

23. AF Pollution Prevention Program

24. ECAMP Management System (EEMS)

25. Final Governing Standards

The contractor will be responsible for identifying the applicable federal, state, and local laws and regulations impacting each task order and shall apply the necessary protocols and procedures.

2. PROJECT ADMINISTRATION AND MANAGEMENT

Unless otherwise stated in individual task orders, the contractor shall supply all personnel, material, equipment, transportation, etc., required to perform work as described in each task order.

2.1 PERSONNEL RESPONSIBILITIES AND QUALIFICATION REQUIREMENTS

In the event the contractor intends to replace key personnel during the execution of a particular task order, the contractor shall provide the Government with the following: (1) the resume(s), (2) identification of the appropriate labor category(ies), and (3) brief rationale for making the assignment. The contractor may assign personnel in question only after receiving acceptance from the contracting officer to include any exceptions or restrictions placed on the assignment by the Government.

Any design of architectural, structural, mechanical, electrical, civil or other engineering features of the work specified in individual task orders shall be accomplished and reviewed and approved by architects or engineers registered to practice in the particular professional field involved in a State or possession of the United States, in Puerto Rico, or in the District of Columbia, or overseas location. Many of the skills require an overlap of

expertise in both the environmental and technical areas. The following list of personnel reflects the minimum general requirements for this type of activities. The Government reserves the right to reject a proposed replacement based on lack of required experience. The following labor categories are required for performance of this contract:

2.1.1 Program Manager. The program manager shall be responsible for the overall management of tasks performed under this contract and shall be the primary point of contact for contractual issues. The program manager shall be assigned by the contractor upon award of the contract. He/she shall be responsible for ensuring that effective systems are developed to meet the objectives of the action. He/she must also be licensed for the state where the work will be performed, if required by law. The program manager shall have, as a minimum, the following qualifications:

a. A Bachelors degree from an accredited school in an environmentally related scientific field*.

b. Professional registration, where applicable.

c. A minimum of 10 years Program Management experience, with a minimum of 5 years experience in environmental program management.

d. A working knowledge of the government's procurement system as it relates to this contract.

e. Working knowledge of applicable federal, state and local laws, regulations, and guidance.

* Environmentally related scientific field such as: sanitary engineer, environmental engineer, geologist, hydrologist, chemists, computer programmer, computer systems analyst, industrial hygienist, chemical engineer.

2.1.2 Project Manager. The project manager shall be responsible for implementing specific task orders under the contract. He/she shall evaluate the requirements of a task order and shall develop and implement a plan to meet these requirements. The project manager shall be the primary point of contact for the task order. The project manager shall have, as a minimum, the following qualifications:

a. A Bachelors degree from an accredited school in an environmentally related scientific field*.

b. Professional registration where applicable.

c. A minimum of 5 years Project Management experience, with a minimum of 3 years experience managing environmental projects at the field operational level.

d. Working knowledge of applicable federal, state, and local laws, regulation and guidance.

2.1.3 Legal Counsel. The legal counsel will provide advice on the legal impacts of existing or proposed regulations and assess projects to ensure all environmental regulations are adequately addressed. He/she must be a board certified lawyer and have 5 years experience in environmental law.

2.1.4 Professional Labor - Staff Engineers/Staff Scientists. The rest of the labor categories will be dependent upon the nature of the task order. The program manager and project manager will be responsible for assigning qualified personnel to individual task orders. For critical technical services, HQ ACC/CEV will request qualification summaries from personnel directly involved in the task order. The minimum qualifications for each category are provided below:

a. Level I- Senior Level Professional. Must posses a Bachelors degree from an accredited school in an environmentally related scientific field* consistent with the required duties of the position and a minimum of 10 years of directly applicable environmental experience since receiving the degree is required. In addition, professional registration consistent with the duties of the position is required. Senior level professionals are responsible for performing complex or non-routine technical tasks or for supervision and oversight of a small group working on technical issues or specific elements of a project.

b. Level II- Mid Level Professional. Must posses a Bachelors degree from an accredited school in an environmentally related scientific field* consistent with the required duties of the position and a minimum of 6 years of directly applicable environmental experience since receiving the degree is required. Mid level personnel perform technical tasks such as calculations layouts, Evaluation of data, preparation of portions of a design or report under the direction of a senior professional.

c. Level III - Junior Level Professional. Must possess a Bachelors degree from an accredited school in an environmentally related scientific field* consistent with the required duties of the position and a minimum of 0-5 years of directly applicable environmental experience since receiving degree is required. Junior level personnel perform such routine tasks as preparing grapichal or tabular presentations of data, simple data interpretation, preparation of supporting material, etc.

* Environmentally related scientific field such as: sanitary engineer, environmental engineer, geologist, hydrologist, chemists, computer programmer, computer systems analyst, industrial hygienist, chemical engineer.

The following engineering/scientist labor categories are required for the performance of this contract:

ARCHITECT
ENVIRONMENTAL ENGINEER
ENVIRONMENTAL PLANNER
CHEMICAL ENGINEER
CIVIL ENGINEER
GENERAL ENGINEER(includes Electrical, Mechanical)
GEOTECHNICAL ENGINEER
CHEMIST
GEOLOGIST
HYDROGEOLOGIST
ECOLOGIST/BIOLOGIST
TOXICOLOGIST

2.1.5 Technical Labor. Depending on the nature of the task order, the contractor will need a variety of technical labor personnel specialized in specific trades related to environmental compliance and analysis activities. Technical personnel perform in a support role in routine activities. The program manager and project manager shall be responsible for assigning qualified personnel to the task orders. The technical labor disciplines are divided into three categories: Senior, Mid, and Junior. The minimum qualifications for each category are provided below:

Senior Technician:	Bachelors degree and minimum of 1 year experience or AA degree and minimum of 6 years experience.
Mid Technician:	AA degree and minimum of 1 year experience or HS degree and 3 years experience.
Junior Technician:	High School Degree and 0-3 years experience.

The following technical labor categories are required for performance of this contract:

ENGINEERING TECHNICIAN
HAZARDOUS WASTE SPECIALIST
DRAFTSPERSON
CADD OPERATOR
SURVEYOR
ENVIRONMENTAL PLANNER
COMPUTER PROGRAMMER/ANALYST

2.1.6 Clerical and Word Processor. Administrative personnel responsible for filing, word processing, general secretarial duties. The word processor operates with a high degree of proficiency and skill on various computerized word processing equipment in preparation of technical and non-technical documents, reports, tables, etc. in a

professional, accurate and timely manner. The clerical labor discipline performs routine and non-routine secretarial duties.

2.2 MEETINGS, CONFERENCES, SITE VISITS

2.2.1 Start-up Meetings

The contractor may be required to attend a pre-performance and/or task start-up meeting as specified in each task order. The attendees may include, but are not limited to: contractor's representatives, HQ ACC personnel, ACC CONS personnel, installation personnel and representatives from regulatory agencies with an interest in the project. During these meetings, the contractor shall present objectives for accomplishing the task order as well as any other information pertinent to the project.

2.2.2 Progress Meetings

The contractor may attend progress meetings as specified in the individual task orders. The location and time of these meetings will be established by the Air Force. The purpose of these meetings will be to discuss plans, progress, status, and any obstacles encountered in execution of the task order. These progress meetings may be satisfied telephonically in some task orders.

2.2.3 Public Meetings and Hearings

The contractor shall be available to attend public meetings and hearings as specified in individual task orders, as an observer and/or advisor, to present technical information or provide logistical support (i.e., preparation of handouts, reports, recording of the meeting, slides, etc.) for the USAF policy and its position.

2.2.4 Training/Education/Briefings

The contractor may be required to prepare and present training, educational, and briefing materials on issues of concern. Subjects will include environmental awareness, analysis and compliance issues. Training will be conducted to meet program objectives of individual task orders and/or requirements under federal and state certification regulations and laws.

2.2.5 Regulatory Interface

The contractor may be required to assist in the application of regulatory requirements that pertain to ACC projects and maintain currency with changing federal, state and local laws and regulations. Specific duties may include: assisting in administrative or judicial proceedings related to the project; assisting ACC in technical review or analysis to integrate comments from federal, state, and local governments on programs and related studies; assisting in meetings with regulators; assisting in interpretation of new regulatory

and statutory requirements and make recommendations for environmental policy integration as it applies to the task order.

3. ENVIRONMENTAL ANALYSIS AND COMPLIANCE ACTIVITIES

3.1 Environmental Analysis and Land Use Planning

The contractor shall provide technical support to Air Combat Command in complying with NEPA in implementing natural and cultural resource programs, and in analyzing land use proposals and plans.

3.1.1 Environmental Impact Analysis Process (EIAP)

NEPA and the President's Council on Environmental Quality (CEQ) regulations (40 CFR 1500-1508) require that federal agencies examine the potential impacts of its proposed actions. The contractor shall perform activities such as the preparation of the Description of the Proposed Action and Alternatives (DOPAA), Environmental Assessments (EAs), Environmental Impact Statements (EISs), Findings Of No Significant Impact (FONSIs), Records of Decisions (RODs), mitigation plans and other associated documents that might be required. The contractor shall perform activities such as data identification, data collection (including site visits and interviews), data development, and data interpretation; sampling and analysis; aircraft realignments and beddowns, airspace modifications, real estate actions, construction projects, preparation of human health risk and environmental impact evaluations and reports; preparation of expert testimony; and preparation of material for and attendance at public meetings and public hearings (including scoping meetings).

3.1.1.1 Description of Proposed Action and Alternatives (DOPAA)

All proponents of Air Force actions must prepare a description of the proposed action and reasonable alternatives to the proposed action (DOPAA), including the "no-action" alternative. The DOPAA is provided by the proponent of the action, and explains the proposed action and the alternatives that are to be considered in the EIAP. As specified in individual task orders, the contractor shall prepare or complete DOPAAs, review the informational accuracy of DOPAAs prepared by proponent organizations, and analyze the reasonableness of alternatives prepared by proponent organizations.

3.1.1.2 Environmental Assessment (EA) and Finding of No Significant Impact (FONSI)

The EA is a concise public document that serves to briefly provide sufficient evidence and analysis for determining whether to prepare an EIS or whether the decision-maker can prepare and sign a FONSI. Additionally, for actions involving wetland destruction, the contractor may be required to complete a Finding of No Practicable Alternative (FONPA). The EA facilitates the preparation of an EIS when one is necessary and includes brief

discussions of the need for the proposal, of the alternatives considered, and of the environmental impacts of the proposed action and alternatives. It also includes a listing of agencies and persons consulted. As specified in individual task orders, the contractor shall prepare EAs for specific actions. This includes activities such as obtaining and analyzing data to determine potential environmental impacts, preparing the text of the EA, preparing the text of the FONSI (if appropriate), and coordinating efforts with the appropriate federal, state and local agencies.

3.1.1.3 Environmental Impact Statement (EIS) and Record of Decision (ROD)

An EIS is a detailed written statement required by section 102(2)(C) of NEPA. It is a detailed study of the potential significant environmental impacts that may be caused by a major federal action. The format of an EIS and the procedures for developing and publishing such a study are contained in the CEQ regulations (40 CFR 1500-1508). The EIS provides a discussion of the purpose and need for a proposed action, of alternatives including the proposed action, of the affected environment, and of potential environmental consequences. Actions that nominally require an EIS include air space actions (such as creating a new military operating area), major force structure changes, base disposal and reuse, major military construction, and deployment of new major weapon systems. Also included are the cumulative effects of multiple actions and any action for which a FONSI cannot be concluded. The EIS undergoes close public scrutiny including public hearings on any proposed action. The outcome of the process is a Record of Decision (ROD), signed by the proponent agency decision maker that explains the action, its environmental consequences, all alternative considered, and discusses any mitigating measures adopted to minimize the impacts of the proposed action (including any monitoring and enforcement program that is part of any mitigation). Until the ROD is issued, the proponent agency can take no action that would have an adverse environmental impact or that would limit the choice of reasonable alternative.

The contractor may also be tasked to develop Mitigation Implementation Plans.

The contractor shall prepare draft and final EISs as specified in individual task orders. The contractor shall undertake activities necessary to prepare the documents assigned. The contractor may be directed in individual DOs to perform activities such as identifying, collecting and developing data for preparation of EISs, interpreting data, analyzing environmental consequences, writing the EIS, providing support material for any public meetings (including, but not limited to, audiovisual aids, supporting text, and other hearing-related printed materials), providing verbatim documentation of public hearings, preparing material responding to public comments, writing the ROD, and preparing draft and final SIASs in conjunction with base disposal and reuse actions. The contractor shall additionally perform required activities such as obtaining and analyzing data and providing national, regional, and local area analysis of such topics as employment, population changes, economic effects, other socioeconomic effects of base disposal and reuse actions needed to develop and write the SIAS.

3.1.2 Natural and Cultural Resources Plans and Programs

The contractor shall review, revise, amend, or prepare the reports and plans for the resource areas described below. The contractor shall identify and follow the provisions of all-applicable laws and regulations. As appropriate, the contractor shall acquire, compile, and/or prepare databases and GIS maps in a digital format compatible with those currently in use in the Command and the individual installations.

3.1.2.1 Biological Resources

As specified in individual task orders, the contractor shall identify, obtain, and review all data, documents and records relevant to review, revise, amend or prepare resource reports and management plans for threatened and endangered species, wetlands and floodplains, fish and wildlife resources, and coastal zone resources. The contractor shall perform activities such as those listed in the following subparagraphs.

3.1.2.1.1 Threatened and Endangered Species

The contractor shall review any existing installation reports and management plans for threatened and endangered species, consult the U.S. Fish and Wildlife Service's List of Threatened and Endangered Species for the county or counties in question to determine whether any threatened or endangered species are on the installation or use habitat on the installation, consult any state lists of threatened and endangered species to determine whether any threatened or endangered species are on the installation or use habitat on the installation, contact appropriate state wildlife offices for information on habitats of importance that are located on the installation or in the area of influence on an Air Force action, perform surveys on the installation or in the area of influence of an Air Force action to identify the presence of threatened or endangered species or the presence of habitat for such species, and develop procedures to protect any threatened or endangered species and to protect their habitat.

3.1.2.1.2 Wetlands and Floodplains

The contractor shall review any existing installation reports and management plans for wetlands or floodplain resource information or management actions; review the U.S. Fish and Wildlife Service's National Wetland Inventory maps that cover the area of the installation to identify any recognized or designated wetlands; review U.S. Soil Conservation Service maps; apply the federal criteria for wetland delineation to any applicable areas of the installation (Federal Interagency Committee for Wetland Delineation, 1989. Federal Manual for Identifying and Delineating Jurisdictional Wetlands, Washington, DC); prepare installation wetland maps; review any available U.S. Geological Survey floodplain insurance maps that cover the area of the installation; contact local U.S. Army Corps of Engineers district offices and other federal agencies for wetlands and floodplain information; contact local or state planning agencies for locally imposed

floodplain development constraints; and comply with Executive Order 11988, Floodplain Management, 24 May 1977 as amended by EO 12148, Federal Emergency Management, 20 July 1979.

3.1.2.1.3 Fish and Wildlife Resources

The contractor shall review any existing installation reports and management plans for fish and wildlife resource information or management actions, contact state or regional office of the U.S. Fish and Wildlife Service for information on installation wildlife and wildlife habitats, and contact the state department of fish and wildlife for information on the installation and for their consideration of fish and wildlife resources on the installation that they consider important. The Contractor shall use the results of this data collection in the development of a Fish and Wildlife resources management plan.

3.1.2.1.4 Coastal Zone Resources

The contractor review existing installation reports and management plans for any coastal zone resource information or management actions; obtain and review any state Coastal Zone Management Plan to identify any land use constraints for the installation; develop procedures for complying with the provisions of the coastal zone management plan.

3.1.2.2 Cultural Resources

The contractor shall identify, obtain, and review all data, documents, and records relative to the preparation of cultural resource reports and management plans covering archaeological (prehistoric), historical, traditional, and paleontological resources on the installation and those resources outside the boundaries of the installation that might be affected by installation activities. Historic structures and resources include standing structures and other physical remains of historic significance. Traditional resources are topographical areas, features, habitats, plants, animals, minerals, or archaeological sites that contemporary Native Americans or other group's value presently, or did so in the past, and consider essential for the persistence of their traditional culture. Paleontological resources include important fossil evidence of past plant and animal life. Cultural resources of concern include properties listed on the National Register of Historic Places, properties potentially eligible to be included in the National Register, and sacred native American sites and areas. The contractor shall perform activities such as those listed in the following subparagraphs.

3.1.2.2.1 Cultural Resources (General)

The contractor shall review any existing installation reports and management plans for cultural resources; review the National Register of Historic Places; contact and consult with the appropriate State Historic Preservation Officer to determine whether there are cultural resources on the installation; review cultural resource publications and data for the area, including publications and data at local university or college archaeological

society files; contact local/state/regional archaeologists and historians to determine whether there are cultural resources on the installation; perform a cultural resources survey of the installation; and modify, update, or prepare a cultural resources plan for the installation or for individual sites or locations on the installation.

3.1.2.2.2 Archaeological Resources

The contractor conduct archaeological investigations, including field surveys, to determine the potential for archaeological resources (at all times, the contractor shall safeguard archaeological site information to prevent disturbances or looting of potential sites); evaluate the archaeological data developed; and prepare nominations for the National Register of Historic Places.

3.1.2.2.3 Historical Resources

The contractor shall conduct historical resource surveys on the installation, evaluate the historical resource data; and prepare nominations for the National Register of Historic Places.

3.1.2.2.4 Traditional Resources

The contractor shall consult with Native American groups to determine the potential for the existence of traditional resources on the installation, and prepare plans to provide for the protection of traditional resources as specified.

3.1.2.2.5 Paleontological Resources

The contractor shall consult with state or regional geologists to determine the potential for important paleontological resources on the installation, and prepare plans to provide for the protection of such resources.

3.1.2.3 Natural Resource Use Analysis

As specified in individual delivery orders, the contractor shall identify, obtain, and review all data, documents, and records relevant to preparing resource plans for the following resource areas: grazing and cropland resources, forestry resources, and mineral resources.

3.1.2.3.1 Grazing and Cropland Resources

The contractor shall review any existing installation reports and management plans for grazing and cropland management information; review the following AF policy letters (if such policy letters are still applicable): Responsibilities for Grazing and Cropland Outleasing, 17 Apr 1987, Planning Range Management, 1 Mar 1989, Grazing Systems,

14 Apr 1989; consult with the local U.S. Department of Agriculture Land Use Committee for grazing and cropland potential for the installation; contact the U.S. Department of Agriculture State Soil Conservation Office for any information on prime and unique farmlands on the installation; and prepare a grazing and cropland management plan

3.1.2.3.2 Forestry Resources

The contractor shall review any existing installation management plan for any information on forestry resources or forestry resource management for the installation, review any published U.S. Forest Service Resource Management Plan (RMP) that covers the area of any off-installation National Forest land used for training, consult the regional or state office of the U.S. Forest Service for any revision to published RMPs or for RMPs about to be published, contact the U.S. Forest Service or state forestry department for any forestry resource information for the installation, and use the results of this data collection in the preparation of an RMP.

3.1.2.3.3 Mineral Resources

The contractor shall review any existing installation reports or management plan for any information on mineral resources or mineral resource management for the installation, contact the regional or state office of the U.S. Geological Survey and the state geological survey for information on mineral resource potential for the lands of the installation, and use the results of this data collection in the development or update of the installation mineral resources management plan.

3.1.2.4 Outdoor Recreation Resources

The contractor shall identify, obtain, and review all data, documents, and records relevant to the development of outdoor recreation reports or resource management plans for the AF installation; survey the existing outdoor recreation resources on the installation and include information on the location physical status, levels of usage, budget requirements for upkeep, and other factors as specified in individual task orders; and survey the installation for the potential for development of additional outdoor recreation resources.

3.1.2.5 Geology and Soils Resource Analysis

The contractor shall identify, obtain, and review all data, documents, and records relevant to the development of reports and resource plans for geology and soils resources. For geological analyses, the contractor shall perform activities such as: collect and review geological reports, surveys, and maps; analyze the collected data with regard to identifying potential geological constraints or limitations for development on the installation; and contact the regional or state office of the U.S. Geological Survey and the state geological survey for information on the geological characterization of the installation, particularly with regard to the identification of geological constraints for development on the installation. For soil resource analysis, the contractor shall perform

activities such as: collect and review soils reports, surveys, and maps; analyze collected soils data particularly with regard to potential constraints or limitations to installation development due to the nature of the soils; and contact the county and state offices of the U.S. Soil Conservation Service for any information on soils related development limitations or constraints. In addition, the contractor shall develop plow to obtain and analyze soil borings in order to determine the detailed soil characteristics in specified areas of the installation. The geology and soils data developed may be used as input to other analyses described in this SOW.

3.2 ENVIRONMENTAL COMPLIANCE ASSESSMENT AND MANAGEMENT PROGRAM (ECAMP)

AFI 32-7045 and the ECAMP Assessment Protocols manual contain procedures for developing and conducting an environmental audit. The ECAMP consists of an assessment of evaluation results, management of the installation ECAMP program, correction of deficiencies, internal and external evaluations. Internal environmental compliance evaluations, encompassing all applicable ECAMP protocols provided in the ECAMP Assessment Protocols manual, are conducted at each Air Combat Command installation annually.

As specified in individual task orders, the contractor shall prepare and conduct environmental audits for all installations in the command to determine compliance with applicable federal, state and local environmental laws and regulations. The contractor shall provide technical experts to conduct the audit in conjunction with Air Force personnel. In addition, the contractor shall provide administrative support to provide three reports within 90 days of the audit (On-site executive summary, and the preliminary and final reports), consolidate and analyze data for trends, and make recommendations to correct current management practices and processes. The contractor may also be tasked to provide technical advice in meetings and training seminars. The contractor may also be tasked to develop databases/webpages to track environmental audit policy.

3.2.1 Base Closure Environmental Assistance Team (BCEAT) Visits

The purpose of BCEAT visits is to conduct a comprehensive evaluation of base environmental closure-related operations. The BCEAT assists installation personnel in evaluating their programmed clean-up efforts prior to closure, recommending corrective actions, assigning offices of primary responsibility (OPRs), and consolidating environmental issues from ACC, the Air Force Base Disposal Agency (AFBDA), and the Air Force Center for Environmental Excellence (AFCEE) to update the base management action plan. BCEAT is a three-phase program consisting of the pre-visit, assistance visit, and follow-up visit. The pre-visit is conducted 24 months prior to closure, BCEAT assistance visits are normally conducted 12-18 months prior to closure or realignment date, and the follow-up visits are conducted 6 months prior to closure.

As specified in individual task orders, the contractor shall prepare and conduct base closure environmental assistance visits at ACC installations scheduled for closure or realignment to determine compliance with applicable federal, state, and local environmental laws and regulations. The contractor shall provide technical experts for the pre-visit, follow-up visit, and assistance visit in conjunction with Air Force personnel. In addition, the contractor shall provide administrative support to produce a report summarizing environmental issues and recommendations. The contractor may also be required to provide technical advice in meetings and training seminars.

3.3 ENVIRONMENTAL COMPLIANCE

The contractor shall be responsible for supporting the Air Combat Command in a myriad of environmental compliance activities. Areas in which the contractor may be tasked to provide support include but are not limited to air quality, hazardous waste management, corrective actions, hazardous materials management, solid waste management, pesticides management, petroleum, oil, and lubricants (POL) management, drinking water, wastewater, polychlorinated biphenyl's (PCBs), asbestos, radon and pollution prevention. Some examples of compliance tasks which may be required under this contract include but are not limited to preparing permit applications, preparing management plans, characterizing waste streams, developing databases, technical and economic evaluation, conducting training, seminars, classes, workshops, developing pollution control strategies, special compliance studies, compliance strategies, and developing and conducting training/education programs and materials.

3.3.1 Air Quality

The Clean Air Act (CAA), as amended in 1990, is the basic federal legislation that governs air pollution. All federal agencies are required to comply with the provisions of the Clean Air Act and its amendments. In order to achieve national ambient air quality standards and hazardous air pollutant (HAP) standards the commanders of installations of concern to the Government may require support to develop a plan for bringing their facilities in compliance with provisions of the CAA. Installations are also working to meet the Air Force goal to phase-out the use and release of all ozone depleting chemicals (ODCs). The Air Force will be required to comply with the new regulations for volatile organic compound emissions and other Hazardous Air Pollutants. Title V of the Clean Air Act and National Emission Standards for Hazardous Air Pollutants (NESHAPs) will task the states to permit air emissions sources and the Air Force will need these permits to perform its operation missions.

To support the government, the contractor shall carry out technical activities and analyses as specified in task orders in support of activities to comply with federal, state, and local air quality rules and regulations. These tasks may include, writing air permits, developing air emission inventories, preparing implementation plans for reducing the severity and number of violations of the national ambient air quality standards, analyzing pollution

control technologies, preparing feasibility studies, pollution reduction, emission cap computations, alternatives to compliance and characterizing air emissions.

3.3.2 Hazardous Waste Management

The United States Congress, with passage of the Resource Conservation and Recovery Act (RCRA), mandated regulations that control hazardous waste from its origin to ultimate treatment, storage or disposal. The Hazardous Solid Waste Amendments (HSWA) of 1984 recognized the importance of reducing or eliminating the generation of hazardous and solid waste. Generators of hazardous waste are required under HSWA and referenced federal laws to establish programs to reduce the volume or quantity and toxicity of such wastes to the degree determined to be economically practical. The Defense Logistics Agency is the focal point for the disposal of hazardous wastes. A majority of the open enforcement actions for ACC installations are the result of improper hazardous waste management. ACC has aggressively pursued initiatives to reduce the quantity of hazardous and solid waste generated at its installations in an effort to meet Air Force goals for hazardous waste disposal reduction.

As specified in individual task orders, the contractor shall perform tasks including but not limited to preparation of technical reports, development of hazardous waste inventories, preparing RCRA release assessments, RCRA Facility Investigations (RFIs), Corrective Measure Studies (CMS), Corrective Measure Implementation (CMI), preparing and maintaining the installation Hazardous Waste Management Plan and Spill Response Plan, preparing permit applications, preparing studies, reports, and work plans for solid waste management units under the RCRA corrective actions program, preparing annual reports for federal, state and local agencies, preparing and/or conducting hazardous waste training, conducting seminars on hazardous waste issues, and providing technical information on hazardous waste for resource centers and information clearinghouses.

3.3.3 Hazardous Materials Management

There is an assortment of regulations governing the transportation, handling, storage and use of hazardous materials. Among the major regulations are the Hazardous Materials Act (HMA), which is administered by the Department of Transportation (DOT) to regulate the shipping, labeling, placarding, and record keeping for hazardous materials. CERCLA requires the report of release into the environment of any hazardous material. In addition, OSHA has established standards pertaining to hazardous waste cleanup operations and emergency chemical releases, and the storage and handling of flammable and combustible materials. Also, worker and community exposure to hazardous materials are governed under the Air Force Hazardous Communication Program (AFHCP) and the Emergency Planning and Community Right-to-Know Act (EPCRA).

As specified in individual task orders, the contractor shall perform tasks including but not limited to preparation of health and safety studies, emergency preparedness studies, development and management of hazardous materials control and or tracking systems,

preparation of hazardous materials inventories, training military and civilian personnel in the hazards and appropriate handling of hazardous materials.

3.3.4 Solid Waste Management

Subtitle D of RCRA established federal standards for the management of non-hazardous wastes. Under the SWDA of 1965, as amended, federal facilities are required to comply with all federal, state and local requirements concerning the disposal and management of solid wastes. Solid wastes may be disposed of in commercially operated landfills or landfills located on the installation. The Air Force goal is to direct 40 percent of its non-hazardous municipal waste away from landfills by fiscal year 2005.

Contractor responsibilities will be specified in individual task orders and may include but are not limited to developing requirements for the separation of wastes into residual value and the recycling of those materials, developing comprehensive recycling programs, characterization of solid wastes, economic analyses to identify solid waste refuse items generated on the installation which may be recycled, identification of new technologies which may aid the installation in its waste reduction and recycling efforts, designing collection centers and disposal sites, preparing permits and license applications for on-base landfills.

3.3.5 Noise Management

The Noise Control Act of 1972 and other federal, state, and local regulations and laws provide the core of requirements which Air Combat Command installations must meet in the area of noise control and abatement. This requirement, while primarily directed at aircraft and airports, is also directed at other activities on base that produce sufficient noise to result in incompatible land uses in the surrounding community.

The contractor shall, as specified in individual task orders, perform tasks associated with noise management to include but not limited to the preparation of Air Installation Compatible Use Zone (AICUZ) noise contour maps and plans, developing range plans, conducting tests to determine noise levels in the workplace and surrounding area, and identifying cost-effective systems to reduce noise.

3.3.6 Pesticides Management

The labeling, storage, disposal and overall management of pesticides is governed by a variety of federal, state, and local environmental laws and regulations to include FIFRA, OSHA standards, and DOD directives. In addition, Air Force regulations provide guidance on the operation of pest management programs and the application of pesticides on Air Force installations.

The contractor shall, in accordance with individual task orders, provide services which include but are not limited to the preparation of annual reports, identification of personal

protective equipment requirements and measures, certification of pesticide applicators, and evaluations of application process.

3.3.7 POL Management

Air Combat Command installations use, store, handle and dispose of hundreds of thousands of gallons of POL product on a daily basis. The storage, use, handling, and disposal of POL are regulated under an assortment of federal regulations including the WQIA of 1974, RCRA (including the UST standards), and the CAA as amended. Many state and local governments have regulations patterned after the federal regulations. Many of the taskings in this area will deal with underground storage tanks (USTs), aboveground storage tanks (ASTs), hydrant fueling systems and recovery/reuse of waste petroleum products.

As specified in individual task orders, the contractor shall provide services which include but are not limited to the preparation of storage tank management plans, spill prevention and response plans, recoverable and waste liquid petroleum plans, evaluations of compliance with federal, state and local UST standards, evaluations of cathodic protection and corrosion control systems on fuel storage and transfer systems, site characterizations for petroleum releases, leak detection management plans and analysis, and recommendations for reusing POL products.

3.3.8 Polychlorinated Biphenyls (PCBs)

PCBs, a harmful substance regulated under TSCA, are often found in transformers, capacitors, heat transfer systems, hydraulic systems, circuit breakers, and other electrical devices. Air Force policy required the removal of all PCB equipment by fiscal year 1992. Although most installations have complied with this policy, the use of unapproved kits to test suspected equipment may require additional testing and evaluation before the installation can be considered “PCB free”.

The contractor shall, as specified in individual task orders, provide services which include but are not limited to preparing inventories, determining the levels of PCBs present in equipment, evaluate alternatives for replacing PCB equipment, and developing and maintaining a database.

3.3.9 Asbestos

The management of asbestos in Air Combat Command facilities is governed under the CAA, OSHA, TSCA, and AHERA. In addition, the Air Force has provided additional program management guidance in AFR 91-42, Facility Asbestos Management.

The contractor shall be required, as outlined in individual task orders, to perform services which include but are not limited to conducting surveys to determine the location, types and quantities of asbestos at each installation, developing the installation asbestos

management and asbestos operations plans, and developing strategies to minimize the potential exposure to asbestos.

3.3.10 Radon

The Radon Assessment and Mitigation Program (RAMP), as described in the USAF policy letter dated 23 Oct 1987, governs radon programs at Air Combat Command installations. This program is designed to assess levels of radon in industrial facilities as well as military family housing units. As specified in individual task orders, the contractor shall provide services which include but are not limited to conducting Radon Phase I surveys, developing and executing management action plans, and conducting post-mitigation assessments.

3.3.11 Lead Based Paint

The management of lead based paint in Air Combat Command facilities is governed under 40 CFR 745. In addition, the Air Force has provided additional program management guidance in the instructions attached to HQ AFMOA/SGPA letter "Lead-Based Paint (LBP) Instruction for Facilities at Closure Installations, 2 Dec 93.

The contractor shall be required, as outlined in individual task orders, to perform services which include but are not limited to conducting surveys to determine location, types and quantities of LBP at each installation, developing the installation LBP management and operations plans, developing strategies to minimize the potential of LBP.

3.3.12 Drinking Water

Public Drinking water is regulated under the SWDA. Air Combat Command installations are required to comply with federal, state and local drinking water standards and monitoring requirements. In addition, the industrial activities at many installations have the potential to impact ground water and drinking water sources which supply neighboring communities.

The contractor shall provide, as specified in individual task orders, services which include but are not limited to the preparation of operational plans, analysis of drinking water, investigation of non-compliance in public drinking water systems, developing drinking water programming documents and ground water characterization surveys.

3.3.13 Waste Water

The federal CWA of 1997 and its reauthorization in 1987 regulates point and non-point discharges into surface waters and publicly-owned treatment works (POTWs) Section 313(a) specifies that federal facilities must comply with federal, state and local laws and regulations which address wastewater. Each installation is required to apply for and obtain National Pollutant Discharge Elimination System (NPDES) discharge permits. The

term wastewater includes sanitary sewage, storm water, nonpoint source surface water discharge and industrial wastes. Typical wastewater facilities include oil/water/fuel separators, pretreatment facilities, and industrial wastewater treatment plants.

As specified in individual task orders, the contractor shall be responsible for areas including but not limited to performing waste water treatment surveys, preparing NPDES and other waste water discharge permit applications, preparing Spill Prevention and Counter Control (SPCC) plans, evaluating influent and effluent waste streams, analyzing and recommending surface water quality models, and updating operations manuals.

3.3.14 Emergency Planning and Response

Air Combat Command installations are required to develop emergency response plans in conjunction with local communities in accordance with the provisions of SARA Title III and EPCRA. A variety of personnel on the installation will be involved in the preparation, administration, and management of emergency planning and response actions. Careful coordination between the installation and the surrounding community is vital to successful emergency response actions. The contractor shall, in accordance with individual task orders, perform services which include but are not limited to providing technical guidance and assistance to installation personnel in developing plans and programs required to comply with SARA Title III, EPCRA, and local emergency planning committee requirements, preparing annual toxic release inventories (TRI) Form R, and develop and coordinate plans and provide hardware/software packages for the installation to manage and maintain the plan once completed.

3.3.15 Miscellaneous

The contractor may be tasked to conduct miscellaneous environmental services including, but not limited to the following: Environmental Incident Investigation (EIIB), project cost estimating and DD Form 1391 project documents, translating overseas environmental laws into English and vise-versa, partnering strategies and negotiations, and other related tasks.

3.4 POLLUTION PREVENTION

The 1990 Pollution Prevention Act officially made pollution prevention a national policy, stating that USEPA must consider the effect of its existing and proposed programs and regulations on source reduction. The 1990 CAA Amendments reinforced this position, stating that the US EPA shall “encourage or otherwise promote reasonable federal, state and local government actions consistent with the provisions of this act, for pollution prevention”. The Air Force has established policy and procedures for the operation and management of the Air Force Pollution Prevention Program, focusing on reducing hazardous and toxic materials and the generation of wastes through source reduction and environmentally sound recycling.

As specified in individual task orders, the contractor shall conduct pollution prevention activities such as developing pollution prevention plans, establishing inventories for hazardous materials and municipal solid waste streams, conducting pollution prevention opportunity assessments, evaluating the economics and technical feasibility of process changes and recycling alternatives, creating databases to track progress in achieving each stated Air Force pollution prevention goal, other special pollution prevention studies, developing and applying training/educational materials.

3.4.1 Pollution Prevention Management Plan (PPMP)

The pollution prevention management plan, which describes the overall pollution prevention strategy and goals for the installation is required at each ACC installation. Areas addressed by the PPMP include the installation's pollution prevention baseline and goals, an opportunity analysis, and identification of waste reduction methodologies.

As specified in the individual task orders, the contractor shall prepare and revise the PPMP for Air Combat Command installations and sites.

3.4.2 Pollution Prevention Baseline Surveys

Baseline surveys are required to focus waste minimization and pollution prevention efforts in the areas with the largest payback. These surveys are used as a basis for pollution prevention opportunity assessments and will be required at all Air Combat Command installations. The surveys will establish inventories for hazardous materials and wastes including but not limited to ozone depleting substances, EPA 17 Industrial Toxics Project substances, and other hazardous wastes, air pollutants, surface water discharges and nonpoint source runoff.

As specified in individual task orders, the contractor shall conduct surveys to determine the type and quantities of hazardous materials and waste generated at the installation and establish baselines for the quantities of materials used and waste generated for all waste streams on the installations.

3.4.3 Pollution Prevention Opportunity Assessments

An integral part of the installation pollution prevention program is the identification of areas for aggressive waste reduction efforts. Data collected in pollution prevention baseline surveys is used to identify the most promising areas in which to reduce the amount of waste generated on an installation.

The contractor shall, as specified in individual task orders, perform services which include but are not limited to performing an economic analysis to justify areas for waste reduction efforts, systematic evaluations of opportunities for waste reduction, and economic evaluation of proposed purchases of pollution prevention equipment or facilities. The contractor shall also be prepared to conduct an analysis of an installation's entire

environmental compliance posture, and to propose pollution prevention solutions to reduce or eliminate the installation's vulnerability to an enforcement action. The contractor should be prepared to apply a decision-making matrix for each pollution prevention opportunity by scoring it against a standardized template.

3.4.4 Pollution Prevention Database

Once waste streams have been identified for pollution prevention initiatives, it is important for the installation to have a means to track the amount of waste generated and disposed. Computerized database systems are one means of monitoring these waste streams. The contractor shall, in accordance with individual task orders, develop and/or compile data for tracking all hazardous waste streams, municipal solid waste management and recycling, air emissions of volatile organic compounds and other
Air pollutants, use and release of ODSs to the environment, and any other streams which have been targeted for pollution prevention initiatives. The contractor shall tailor each tracking system to meet the needs of each Air Combat Command installation as outlined in each task order.

3.5 ENVIRONMENTAL SERVICES

Environmental training, the development and maintenance of technical libraries and resource centers, and support for environmental conferences and seminars are some of the activities the contractor may be tasked to perform under this SOW. These services provide the nucleus of the Air Combat Command environmental quality program.

3.5.1 Environmental Training/Seminars/Conferences

In order for Air Combat Command personnel to comply with the variety of federal, state, and local environmental laws and regulations, they must be equipped with the knowledge, skills, and abilities necessary to identify and execute environmental programs requirements. Installations will require training along a continuum from general awareness training to detailed training in the areas such as hazardous waste management, emergency response, etc. Existing training programs may require updating in order to comply with applicable laws and regulations and/or it may be necessary to develop new training programs in order to ensure compliance. Environmental seminars may be required to inform all ACC environmental professionals and senior leaders about new or modified federal and state laws and regulations. Environmental conferences and symposiums are effective means for disseminating up-to-date information and obtaining feedback from installation personnel. Conference size may range from approximately 25 – 2000 people and up.

In accordance with individual task orders, the contractor shall perform services including but not limited to developing standardized base environmental training programs, training programs required to comply with federal, state, and local environmental laws and regulations, and training programs which address requirements mandated by Air Force or

DoD regulations. Specific requirements for each training program will be outlined in individual task orders. However, general requirements for training programs will include preparation of training scripts in hard copy and computer formats and accompanying audiovisual materials (slides, videotapes, etc.). The contractor may also be required to conduct the training at one or more Air Combat Command installations. In addition, the contractor may be asked to provide site specific and/or regional seminars for new or modified federal and state laws and regulations, including changes in the execution of environmental programs, for environmental managers and senior leaders. For conferences/symposiums, the contractor shall perform services to include but not limited to: site selection, developing the program, arranging for facility and equipment requirements, providing the desired audience with advance information, obtaining the services of appropriate speakers, registering attendees, and preparing minutes of the meetings. The program may also include providing each attendee with a complete package of technical, economic and regulatory information if required by the individual task order. The contractor will also be required to complete a follow-on after action report at the conclusion of the conference/symposium.

3.5.2 Technical Resource Center/Information Clearinghouse

The rapid pace of change within the environmental field makes it difficult for installations to keep up with the latest changes to environmental laws and regulations. In addition, the command needs a mechanism to quickly disseminate information about new methods or technologies which may benefit all ACC installations. Outreach programs, technical resource centers, and information clearinghouses are one way to meet this need. The outreach program would encompass a wide range of environmental reference material and information in a multimedia format for Headquarters Air Combat Command personnel. This information would be updated periodically by the contractor. A technical resource center acts as a central point for accumulation and dissemination of technical data and reference materials, established contact with federal clearing houses and research centers, and performs literature searches.

In accordance with individual task orders, the contractor shall provide services which include but are not limited to the establishment of a technical resource center, management of a pollution prevention outreach program, and establishment and maintenance of environmental clearinghouses available to all installations within Air Combat Command.

3.5.3 Developing Pamphlets, Manuals, and Guidebooks

Educational pamphlets, manuals, and guidebooks are vital to the successful management of installation environmental programs. The development of new manuals or adaptation of existing documents to meet ACC or installation needs may be necessary. In most cases, manuals are intended to be dynamic documents that may require periodic revision to remain current with the latest technology and policy developments. Handbooks and pamphlets are reference tools which may be used either at the desk or field level. They are

broad collections of information, statistics, data and techniques relevant to the subject area. User's guides explain and describe a model or process and may require updates.

As specified in individual task orders, the contractor shall perform activities which include but are not limited to preparing, revising, and updating pamphlets, manuals, handbooks, and user's guides for environmental topics. One of the end products may be a camera-ready material, which would be specified in the individual task order. The documents shall bring together information that may be dispersed throughout a wide number of reports and other documents on environmental topics.

3.5.4 Reviewing Environmental Law, Policy, Guidance, and Regulations

As specified in individual task orders, the contractor shall review policy, guidance, law and regulations concerning environmental requirements to assess their impact on the development, operation, maintenance, and decommissioning of Air Combat Command facilities or programs.

3.5.5 Recommending Strategy and Policy Alternatives

The contractor shall, in accordance with individual task orders, review the applicable environmental laws, policy, guidance, and regulations in order to recommend specific management strategies and policies to achieve compliance within all environmental programs areas.

4. SUBMITTALS/DELIVERABLES

Timely submission of all deliverables is essential to the successful completion of task orders issued under this contract. The Air Combat Command conducts its environmental programs according to DoD, Air Force, and regulatory requirements. As such, the proper, complete and timely reporting of all activities, progress and documents is critical for Air Force compliance with environmental laws and regulations. Schedules for submittals and/or deliverables will be specified in individual task orders.

4.1 Reports

All reports will be completed to conform with the requirements specified in each task order.

4.2 Monthly Progress Reports

As specified in individual task orders and as required, the contractor shall provide the designated representatives at Air Combat Command or the supported ACC installation with monthly progress reports throughout the performance of a task order.

4.3 Meeting minutes

As specified in individual task orders, the contractor shall be responsible for preparing minutes of all meetings attended. The minutes shall document all items discussed at the meeting and shall include a list of meeting attendees. Minutes shall be submitted to the Air Combat Command (headquarters and/or installation) as described in the individual task order. Attendees from Air Combat Command and other agencies will review the minutes and submit comments to the ACC point of contact. The POC will ensure all comments are forwarded to the contractor for incorporation into the final minutes.

4.4 Site Visit Reports

The contractor shall prepare site visit reports, as specified in each individual task order, following each visit to a site, vendor, other facility, etc. for the purpose of collecting information required to complete a given task. The report shall include a statement of the purpose of the visit, a summary of activities, a list of contacts, and a discussion of observations, data obtained, and any anticipated follow-up activities.

4.5 Databases

As specified in individual task orders, the contractor shall prepare databases in the format requested by Air Combat Command and compatible with ACC hardware and software. Exact specifications shall be stated as in the individual task order. The contractor shall be responsible for identifying any hardware/software required to transfer the data/information to the ACC system.

4.6 Deliverables

All deliverables shall be prepared and submitted according to format, content, and schedule described in the specific task order.

Parsons Engineering Science, Inc.
CONTRACT NO. F44650-99-D0005
FFP BURDENED LABOR RATES - SUMMARY

Labor Categories	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7
Professional							
Program Manager	$151.95	$157.31	$162.70	$167.95	$173.86	$179.99	$186.32
Project Manager	$112.59	$116.56	$120.56	$124.45	$128.82	$133.36	$138.05
General Engineer - Level 1	$92.51	$95.77	$99.06	$102.24	$105.85	$109.58	$113.43
General Engineer - Level 2	$64.49	$66.76	$69.05	$71.28	$73.79	$76.38	$79.08
General Engineer - Level 3	$51.93	$53.77	$55.60	$57.39	$59.41	$61.51	$63.67
Civil Engineer - Level 1	$100.69	$104.25	$107.82	$111.28	$115.21	$119.27	$123.46
Civil Engineer - Level 2	$68.42	$70.84	$73.26	$75.62	$78.29	$81.04	$83.90
Civil Engineer - Level 3	$51.93	$53.77	$55.60	$57.39	$59.41	$61.51	$63.67
Environmental Engineer - Level 1	$99.65	$103.17	$106.70	$110.14	$114.02	$118.04	$122.19
Environmental Engineer - Level 2	$67.88	$70.29	$72.69	$75.04	$77.68	$80.41	$83.24
Environmental Engineer - Level 3	$52.77	$54.64	$56.51	$58.33	$60.38	$62.52	$64.71
Chemical Engineer - Level 1	$99.47	$102.98	$106.51	$109.94	$113.81	$117.83	$121.96
Chemical Engineer - Level 2	$73.04	$75.62	$78.21	$80.73	$83.58	$86.52	$89.56
Chemical Engineer - Level 3	$51.93	$53.77	$55.60	$57.39	$59.41	$61.51	$63.67
Geotechnical Engineer - Level 2	$74.87	$77.52	$80.17	$82.75	$85.67	$88.69	$91.81
Chemist - Level 2	$61.04	$63.19	$65.35	$67.46	$69.83	$72.30	$74.84
Ecologist/Biologist - Level 2	$61.25	$63.41	$65.58	$67.70	$70.08	$72.54	$75.10
Ecologist/Biologist - Level 3	$48.12	$49.82	$51.53	$53.19	$55.07	$57.01	$59.01
Toxicologist - Level 2	$58.48	$60.54	$62.62	$64.64	$66.91	$69.27	$71.71
Geologist - Level 2	$61.67	$63.85	$66.04	$68.17	$70.56	$73.04	$75.62
Environmental Planner - level 2	$70.25	$72.73	$75.22	$77.65	$80.38	$83.21	$86.13
Environmental Planner - level 3	$57.71	$59.75	$61.80	$63.78	$66.04	$68.37	$70.77
Archeologist - Level 3	$46.22	$47.85	$49.49	$51.08	$52.87	$54.74	$56.66
Architect - Level 2	$78.30	$81.06	$83.84	$86.54	$89.59	$92.74	$96.01
Legal Counsel - Level 2	$88.52	$91.64	$94.78	$97.85	$101.29	$104.85	$108.54
Information Technology - Level 2	$67.71	$70.09	$72.49	$74.84	$77.46	$80.19	$83.01
Other Environ Scientist - Level 2	$70.49	$72.97	$75.48	$77.91	$80.66	$83.50	$86.43
Other Environ Scientist - Level 3	$51.02	$52.83	$54.64	$56.39	$58.37	$60.43	$62.56
Technical							
Engineering Technician - Level 1	$62.89	$65.11	$67.34	$69.51	$71.96	$74.50	$77.12
Engineering Technician - Level 2	$46.48	$48.11	$49.77	$51.36	$53.18	$55.06	$57.00
Engineering Technician - Level 3	$34.58	$35.79	$37.03	$38.22	$39.56	$40.96	$42.40
Hazardous Waste Spec - Level 1	$66.03	$68.36	$70.70	$72.99	$75.55	$78.21	$80.96
Hazardous Waste Spec - Level 2	$47.94	$49.63	$51.33	$52.98	$54.86	$56.79	$58.78
Hazardous Waste Spec - Level 3	$35.96	$37.24	$38.50	$39.75	$41.15	$42.59	$44.10
Draftperson - Level 2	$48.26	$49.95	$51.68	$53.35	$55.22	$57.16	$59.18
CADD Operator - Level 2	$44.33	$45.90	$47.46	$48.99	$50.71	$52.51	$54.36
CADD Operator - Level 3	$38.57	$39.93	$41.29	$42.63	$44.12	$45.68	$47.29
Surveyor - Level 2	$55.60	$57.56	$59.53	$61.45	$63.61	$65.84	$68.16
Clerical - Level 2	$32.13	$33.34	$34.51	$35.69	$36.92	$38.22	$39.56
Word Processor - Level 2	$38.89	$40.33	$41.75	$43.19	$44.66	$46.23	$47.86

Parsons Engineering Science, Inc.
CONTRACT NO. F44650-99-D0005
T&M BURDENED LABOR RATES - SUMMARY

Labor Categories	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7
Professional							
Program Manager	$149.06	$154.31	$159.60	$164.74	$170.55	$176.56	$182.77
Project Manager	$110.45	$114.34	$118.26	$122.08	$126.37	$130.82	$135.42
General Engineer - Level 1	$90.75	$93.95	$97.17	$100.30	$103.83	$107.49	$111.27
General Engineer - Level 2	$63.26	$65.49	$67.74	$69.92	$72.38	$74.92	$77.57
General Engineer - Level 3	$50.94	$52.74	$54.54	$56.30	$58.28	$60.34	$62.46
Civil Engineer - Level 1	$98.77	$102.26	$105.76	$109.16	$113.02	$117.00	$121.10
Civil Engineer - Level 2	$67.12	$69.49	$71.86	$74.18	$76.79	$79.50	$82.30
Civil Engineer - Level 3	$50.94	$52.74	$54.54	$56.30	$58.28	$60.34	$62.46
Environmental Engineer - Level 1	$97.75	$101.20	$104.66	$108.05	$111.85	$115.79	$119.86
Environmental Engineer - Level 2	$66.59	$68.95	$71.30	$73.61	$76.20	$78.88	$81.66
Environmental Engineer - Level 3	$51.77	$53.60	$55.43	$57.22	$59.23	$61.32	$63.48
Chemical Engineer - Level 1	$97.57	$101.02	$104.48	$107.84	$111.65	$115.58	$119.63
Chemical Engineer - Level 2	$71.65	$74.18	$76.72	$79.19	$81.98	$84.87	$87.85
Chemical Engineer - Level 3	$50.94	$52.74	$54.54	$56.30	$58.28	$60.34	$62.46
Geotechnical Engineer - Level 2	$73.44	$76.04	$78.64	$81.17	$84.04	$87.00	$90.06
Chemist - Level 2	$59.88	$61.98	$64.10	$66.18	$68.50	$70.92	$73.41
Ecologist/Biologist - Level 2	$60.08	$62.20	$64.33	$66.41	$68.74	$71.16	$73.67
Ecologist/Biologist - Level 3	$47.21	$48.87	$50.55	$52.18	$54.02	$55.92	$57.89
Toxicologist - Level 2	$57.37	$59.39	$61.42	$63.41	$65.64	$67.95	$70.34
Geologist - Level 2	$60.49	$62.63	$64.78	$66.87	$69.22	$71.65	$74.18
Environmental Planner - level 2	$68.91	$71.35	$73.79	$76.17	$78.85	$81.63	$84.49
Environmental Planner - level 3	$56.61	$58.61	$60.62	$62.57	$64.78	$67.06	$69.42
Archeologist - Level 3	$45.34	$46.94	$48.55	$50.10	$51.87	$53.69	$55.58
Architect - Level 2	$76.81	$79.52	$82.24	$84.89	$87.89	$90.98	$94.18
Legal Counsel - Level 2	$86.84	$89.90	$92.98	$95.98	$99.35	$102.86	$106.47
Information Technology - Level 2	$66.42	$68.75	$71.11	$73.41	$75.98	$78.66	$81.43
Other Environ Scientist - Level 2	$69.15	$71.58	$74.04	$76.43	$79.12	$81.91	$84.78
Other Environ Scientist - Level 3	$50.05	$51.82	$53.60	$55.31	$57.26	$59.28	$61.37
Technical							
Engineering Technician - Level 1	$61.69	$63.87	$66.06	$68.19	$70.59	$73.08	$75.65
Engineering Technician - Level 2	$45.60	$47.20	$48.82	$50.39	$52.17	$54.01	$55.91
Engineering Technician - Level 3	$33.92	$35.11	$36.32	$37.49	$38.81	$40.18	$41.60
Hazardous Waste Spec - Level 1	$64.77	$67.05	$69.36	$71.59	$74.11	$76.72	$79.42
Hazardous Waste Spec - Level 2	$47.02	$48.69	$50.35	$51.97	$53.81	$55.70	$57.66
Hazardous Waste Spec - Level 3	$35.27	$36.53	$37.77	$38.99	$40.36	$41.78	$43.26
Draftperson - Level 2	$47.34	$49.00	$50.70	$52.33	$54.17	$56.07	$58.05
CADD Operator - Level 2	$43.49	$45.02	$46.56	$48.06	$49.75	$51.51	$53.33
CADD Operator - Level 3	$37.84	$39.16	$40.51	$41.81	$43.28	$44.81	$46.39
Surveyor - Level 2	$54.54	$56.46	$58.40	$60.28	$62.40	$64.59	$66.86
Clerical - Level 2	$31.52	$32.70	$33.86	$35.01	$36.21	$37.49	$38.81
Word Processor - Level 2	$38.15	$39.56	$40.96	$42.36	$43.81	$45.35	$46.95

JONES TECHNOLOGIES INC FULLY BURDENED FFP RATES

Labor Categories	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6	YEAR 7
Professional							
Program Manager	$101.79	$104.85	$107.99	$111.23	$114.57	$118.01	$121.55
Project Manager	$94.40	$97.23	$100.15	$103.15	$106.25	$109.43	$112.72
Discipline Engineer - Level 1	$91.50	$94.25	$97.07	$99.99	$102.99	$106.08	$109.26
Discipline Engineer - Level 2	$77.37	$79.69	$82.09	$84.55	$87.08	$89.70	$92.39
Discipline Engineer - Level 3	$66.24	$68.23	$70.28	$72.39	$74.56	$76.79	$79.10
Civil Engineer - Level 1	$98.49	$101.44	$104.49	$107.62	$110.85	$114.18	$117.60
Civil Engineer - Level 2	$83.85	$86.37	$88.96	$91.63	$94.38	$97.21	$100.12
Civil Engineer - Level 3	$64.77	$66.71	$68.71	$70.78	$72.90	$75.09	$77.34
Environmental Engineer - lvl1	$92.95	$95.74	$98.61	$101.57	$104.62	$107.75	$110.99
Environmental Engineer - lvl2	$74.96	$77.21	$79.52	$81.91	$84.37	$86.90	$89.51
Environmental Engineer - lvl3	$66.75	$68.75	$70.82	$72.94	$75.13	$77.38	$79.71
Ecologist/Biologist - Level 2	$79.05	$81.42	$83.86	$86.38	$88.97	$91.64	$94.39
Ecologist/Biologist - Level 3	$53.36	$54.96	$56.61	$58.31	$60.06	$61.86	$63.72
Geologist - Level 2	$74.43	$76.66	$78.96	$81.33	$83.77	$86.28	$88.87
Environ. Planner - level 2	$73.61	$75.82	$78.10	$80.44	$82.85	$85.34	$87.90
Environ. Planner - level 3	$53.54	$55.15	$56.80	$58.50	$60.26	$62.07	$63.93
Archeologist - Level 3	$62.23	$64.10	$66.02	$68.00	$70.04	$72.14	$74.30
Information Technology - Lvl 2	$51.56	$53.10	$54.70	$56.34	$58.03	$59.77	$61.56
Other Environ Scientist - lvl 2	$73.61	$75.82	$78.10	$80.44	$82.85	$85.34	$87.90
Other Environ Scientist - lvl 3	$61.31	$63.15	$65.05	$67.00	$69.01	$71.08	$73.21
Engineering Technician - lvl1	$49.12	$50.59	$52.11	$53.67	$55.28	$56.94	$58.65
Engineering Technician - lvl2	$40.68	$41.90	$43.16	$44.45	$45.79	$47.16	$48.58
Engineering Technician - lvl3	$34.15	$35.18	$36.23	$37.32	$38.44	$39.59	$40.78
Hazardous Waste Spec - Lvl 1	$53.11	$54.70	$56.34	$58.03	$59.77	$61.57	$63.41
Hazardous Waste Spec - Lvl 2	$40.71	$41.93	$43.19	$44.48	$45.82	$47.19	$48.61
Hazardous Waste Spec - Lvl 3	$34.15	$35.18	$36.23	$37.32	$38.44	$39.59	$40.78
Draftperson - Level 2	$38.37	$39.52	$40.71	$41.93	$43.18	$44.48	$45.81
CADD Operator - Level 2	$49.12	$50.59	$52.11	$53.67	$55.28	$56.94	$58.65
CADD Operator - Level 3	$44.32	$45.64	$47.01	$48.42	$49.88	$51.37	$52.91
Clerical - Level 2	$29.93	$30.83	$31.76	$32.71	$33.69	$34.70	$35.74
Word Processor - Level 2	$34.81	$35.86	$36.93	$38.04	$39.18	$40.36	$41.57

JONES TECHNOLOGIES INC FULLY BURDENED T&M RATES

Labor Categories	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6	YEAR 7
Professional							
Program Manager	$99.94	$102.94	$106.03	$109.21	$112.49	$115.86	$119.34
Project Manager	$92.68	$95.46	$98.33	$101.28	$104.31	$107.44	$110.67
Discipline Engineer - Level 1	$89.84	$92.53	$95.31	$98.17	$101.11	$104.15	$107.27
Discipline Engineer - Level 2	$75.97	$78.25	$80.59	$83.01	$85.50	$88.07	$90.71
Discipline Engineer - Level 3	$65.04	$66.99	$69.00	$71.07	$73.20	$75.40	$77.66
Civil Engineer - Level 1	$96.70	$99.60	$102.59	$105.67	$108.83	$112.10	$115.46
Civil Engineer - Level 2	$82.33	$84.80	$87.34	$89.96	$92.66	$95.44	$98.30
Civil Engineer - Level 3	$63.59	$65.50	$67.47	$69.49	$71.57	$73.72	$75.93
Environmental Engineer - lvl1	$91.26	$94.00	$96.82	$99.72	$102.71	$105.80	$108.97
Environmental Engineer - lvl2	$73.60	$75.80	$78.08	$80.42	$82.83	$85.32	$87.88
Environmental Engineer - lvl3	$65.54	$67.50	$69.53	$71.62	$73.76	$75.98	$78.26
Ecologist/Biologist - Level 2	$77.61	$79.94	$82.34	$84.81	$87.35	$89.98	$92.67
Ecologist/Biologist - Level 3	$52.39	$53.96	$55.58	$57.25	$58.97	$60.74	$62.56
Geologist - Level 2	$73.07	$75.26	$77.52	$79.85	$82.24	$84.71	$87.25
Environ. Planner - level 2	$72.27	$74.44	$76.68	$78.98	$81.35	$83.79	$86.30
Environ. Planner - level 3	$52.57	$54.14	$55.77	$57.44	$59.16	$60.94	$62.77
Archeologist - Level 3	$61.10	$62.93	$64.82	$66.76	$68.77	$70.83	$72.95
Information Technology - Lvl 2	$50.62	$52.14	$53.70	$55.31	$56.97	$58.68	$60.44
Other Environ Scientist - lvl 2	$72.27	$74.44	$76.68	$78.98	$81.35	$83.79	$86.30
Other Environ Scientist - lvl 3	$60.20	$62.01	$63.87	$65.78	$67.76	$69.79	$71.88
Engineering Technician - lvl1	$48.22	$49.67	$51.16	$52.70	$54.28	$55.91	$57.58
Engineering Technician - lvl2	$39.94	$41.14	$42.37	$43.65	$44.95	$46.30	$47.69
Engineering Technician - lvl3	$33.53	$34.54	$35.57	$36.64	$37.74	$38.87	$40.04
Hazardous Waste Spec - Lvl 1	$52.14	$53.71	$55.32	$56.98	$58.69	$60.45	$62.26
Hazardous Waste Spec - Lvl 2	$39.97	$41.17	$42.40	$43.67	$44.98	$46.33	$47.72
Hazardous Waste Spec - Lvl 3	$33.53	$34.54	$35.57	$36.64	$37.74	$38.87	$40.04
Draftperson - Level 2	$37.67	$38.80	$39.97	$41.16	$42.40	$43.67	$44.98
CADD Operator - Level 2	$48.22	$49.67	$51.16	$52.70	$54.28	$55.91	$57.58
CADD Operator - Level 3	$43.51	$44.81	$46.16	$47.54	$48.97	$50.44	$51.95
Clerical - Level 2	$29.39	$30.27	$31.18	$32.11	$33.08	$34.07	$35.09
Word Processor - Level 2	$34.18	$35.20	$36.26	$37.35	$38.47	$39.62	$40.81

WESTON FULLY BURDENED FFP RATES

Labor Categories	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7
Program Manager	$135.69	$139.80	$144.03	$148.40	$152.90	$157.53	$162.30
Project Manager	$112.95	$116.37	$119.90	$123.53	$127.27	$131.13	$135.10
Discipline Engineer - Level 1	$95.81	$98.71	$101.70	$104.78	$107.96	$111.23	$114.60
Discipline Engineer - Level 2	$79.49	$81.90	$84.38	$86.93	$89.57	$92.28	$95.08
Discipline Engineer - Level 3	$68.71	$70.80	$72.94	$75.15	$77.43	$79.77	$82.19
Civil Engineer - Level 1	$90.80	$93.55	$96.39	$99.31	$102.32	$105.42	$108.61
Civil Engineer - Level 2	$76.11	$78.42	$80.80	$83.25	$85.77	$88.37	$91.04
Civil Engineer - Level 3	$54.79	$56.45	$58.16	$59.92	$61.74	$63.61	$65.54
Environmental Engineer - Level 1	$90.62	$93.36	$96.19	$99.11	$102.11	$105.20	$108.39
Environmental Engineer - Level 2	$73.73	$75.97	$78.27	$80.64	$83.08	$85.60	$88.19
Environmental Engineer - Level 3	$61.70	$63.56	$65.49	$67.48	$69.52	$71.63	$73.80
Chemical Engineer - Level 1	$93.24	$96.06	$98.97	$101.97	$105.06	$108.24	$111.52
Chemical Engineer - Level 2	$77.09	$79.43	$81.83	$84.31	$86.87	$89.50	$92.21
Chemical Engineer - Level 3	$56.27	$57.98	$59.73	$61.54	$63.41	$65.33	$67.31
Geotechnical Engineer - Level 2	$79.13	$81.53	$84.00	$86.54	$89.16	$91.87	$94.65
Chemist - Level 2	$79.61	$82.02	$84.51	$87.07	$89.71	$92.42	$95.22
Ecologist/Biologist - Level 2	$77.29	$79.63	$82.04	$84.53	$87.09	$89.73	$92.45
Ecologist/Biologist - Level 3	$60.82	$62.66	$64.56	$66.52	$68.53	$70.61	$72.75
Toxicologist - Level 2	$73.50	$75.72	$78.02	$80.38	$82.82	$85.33	$87.91
Geologist - Level 2	$68.06	$70.13	$72.25	$74.44	$76.69	$79.02	$81.41
Legal Counsel - Level 2	$117.83	$121.40	$125.08	$128.87	$132.77	$136.80	$140.94
Information Technology -Level 2	$68.06	$70.13	$72.25	$74.44	$76.69	$79.02	$81.41
Other Environ Scientist - Level 2	$72.29	$74.48	$76.74	$79.07	$81.46	$83.93	$86.47
Other Environ Scientist - Level 3	$60.27	$62.09	$63.97	$65.91	$67.91	$69.97	$72.09
Engineering Technician - Level 1	$73.52	$75.74	$78.04	$80.40	$82.84	$85.35	$87.93
Engineering Technician - Level 2	$64.53	$66.48	$68.49	$70.57	$72.71	$74.91	$77.18
Engineering Technician - Level 3	$50.88	$52.43	$54.01	$55.65	$57.34	$59.08	$60.86
Hazardous Waste Spec - Level 1	$83.67	$86.21	$88.82	$91.51	$94.28	$97.14	$100.08
CADD Operator - Level 2	$45.76	$47.15	$48.58	$50.05	$51.57	$53.13	$54.74
CADD Operator - Level 3	$33.89	$34.92	$35.98	$37.07	$38.19	$39.35	$40.54
Clerical - Level 2	$35.72	$36.80	$37.91	$39.06	$40.24	$41.46	$42.72
Word Processor - Level 2	$33.34	$34.35	$35.39	$36.46	$37.57	$38.70	$39.88

WESTON FULLY BURDENED T&M RATES

Labor Categories	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7
Program Manager	$133.83	$137.88	$142.06	$146.37	$150.80	$155.37	$160.08
Project Manager	$111.40	$114.78	$118.25	$121.84	$125.53	$129.33	$133.25
Discipline Engineer - Level 1	$94.49	$97.36	$100.31	$103.35	$106.48	$109.70	$113.03
Discipline Engineer - Level 2	$78.40	$80.77	$83.22	$85.74	$88.34	$91.02	$93.78
Discipline Engineer - Level 3	$67.77	$69.83	$71.94	$74.12	$76.37	$78.68	$81.07
Civil Engineer - Level 1	$89.56	$92.27	$95.07	$97.95	$100.92	$103.97	$107.12
Civil Engineer - Level 2	$75.07	$77.35	$79.69	$82.10	$84.59	$87.16	$89.80
Civil Engineer - Level 3	$54.04	$55.68	$57.36	$59.10	$60.89	$62.74	$64.64
Environmental Engineer - Level 1	$89.38	$92.09	$94.88	$97.75	$100.71	$103.76	$106.91
Environmental Engineer - Level 2	$72.72	$74.93	$77.20	$79.54	$81.95	$84.43	$86.99
Environmental Engineer - Level 3	$60.85	$62.69	$64.59	$66.55	$68.57	$70.64	$72.79
Chemical Engineer - Level 1	$91.96	$94.75	$97.62	$100.57	$103.62	$106.76	$110.00
Chemical Engineer - Level 2	$76.03	$78.34	$80.71	$83.16	$85.68	$88.27	$90.95
Chemical Engineer - Level 3	$55.50	$57.18	$58.91	$60.70	$62.54	$64.43	$66.39
Geotechnical Engineer - Level 2	$78.04	$80.41	$82.85	$85.36	$87.94	$90.61	$93.35
Chemist - Level 2	$78.52	$80.90	$83.35	$85.87	$88.48	$91.16	$93.92
Ecologist/Biologist - Level 2	$76.23	$78.54	$80.92	$83.37	$85.90	$88.50	$91.18
Ecologist/Biologist - Level 3	$59.98	$61.80	$63.68	$65.60	$67.59	$69.64	$71.75
Toxicologist - Level 2	$72.49	$74.69	$76.95	$79.28	$81.68	$84.16	$86.71
Geologist - Level 2	$67.13	$69.16	$71.26	$73.42	$75.64	$77.94	$80.30
Legal Counsel - Level 2	$116.22	$119.74	$123.36	$127.10	$130.95	$134.92	$139.01
Information Technology -Level 2	$67.13	$69.16	$71.26	$73.42	$75.64	$77.94	$80.30
Other Environ Scientist - Level 2	$71.30	$73.46	$75.69	$77.98	$80.35	$82.78	$85.29
Other Environ Scientist - Level 3	$59.44	$61.24	$63.10	$65.01	$66.98	$69.01	$71.10
Engineering Technician - Level 1	$72.51	$74.71	$76.97	$79.30	$81.70	$84.18	$86.73
Engineering Technician - Level 2	$63.64	$65.57	$67.56	$69.60	$71.71	$73.89	$76.12
Engineering Technician - Level 3	$50.19	$51.71	$53.27	$54.89	$56.55	$58.27	$60.03
Hazardous Waste Spec - Level 1	$82.52	$85.03	$87.60	$90.26	$92.99	$95.81	$98.71
CADD Operator - Level 2	$45.14	$46.50	$47.91	$49.36	$50.86	$52.40	$53.99
CADD Operator - Level 3	$33.43	$34.44	$35.49	$36.56	$37.67	$38.81	$39.99
Clerical - Level 2	$35.23	$36.29	$37.39	$38.53	$39.69	$40.90	$42.14
Word Processor - Level 2	$32.88	$33.88	$34.90	$35.96	$37.05	$38.17	$39.33

SCIENTIFIC CONSULTING GROUP FULLY BURDENED RATES

APPLIES TO BOTH FFP & T&M

Labor Categories	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6	YEAR 7
Program Manager	$97.97	$101.11	$104.24	$107.37	$110.48	$113.83	$117.28
Project Manager	$80.50	$83.07	$85.65	$88.22	$90.78	$93.53	$96.36
Chemist - Level 2	$37.11	$38.30	$39.48	$40.67	$41.85	$43.12	$44.42
Ecologist/Biologist - Level 3	$26.51	$27.36	$28.20	$29.05	$29.89	$30.80	$31.73
Information Technology - Lvl 2	$33.44	$34.51	$35.58	$36.65	$37.71	$38.85	$40.03
Meeting Planner - Lvl 1	$71.16	$73.44	$75.71	$77.98	$80.25	$82.68	$85.18
Meeting Planner - Level 2	$42.28	$43.64	$44.99	$46.34	$47.68	$49.13	$50.62
Meeting Planner - Level 3	$29.10	$30.03	$30.97	$31.89	$32.82	$33.81	$34.84
Clerical - Level 2	$26.00	$26.83	$27.66	$28.49	$29.32	$30.21	$31.12

ROMEM AQUA SYSTEMS COMPANY FULLY BURDENED RATES APPLIES TO BOTH FFP & T&M							
Labor Categories	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6	YEAR 7
Program Manager	$115.15	$118.61	$122.28	$126.07	$130.10	$134.52	$138.70
Project Manager	$98.14	$101.09	$104.21	$107.44	$110.89	$114.65	$118.22
Discipline Engineer (ELEC) - Level 1	$74.84	$77.09	$79.49	$81.96	$84.60	$87.46	$90.18
Civil Engineer - Level 1	$69.95	$72.04	$74.27	$76.57	$79.04	$81.72	$84.26
Civil Engineer - Level 2	$57.83	$59.57	$61.42	$63.33	$65.36	$67.57	$69.67
Civil Engineer - Level 3	$42.97	$44.26	$45.63	$47.03	$48.53	$50.18	$51.74
Environmental Engineer - Lvl 1	$78.11	$80.45	$82.94	$85.53	$88.25	$91.26	$94.08
Environmental Engineer - Lvl 2	$66.00	$67.98	$70.09	$72.25	$74.57	$77.11	$79.49
Chemical Engineer - Level 1	$73.62	$75.83	$75.93	$78.29	$80.78	$83.52	$86.12
Chemist - Level 2	$68.31	$70.36	$72.53	$74.53	$76.90	$79.53	$81.99
Ecologist/Biologist - Level 2	$58.51	$60.28	$62.16	$64.09	$66.13	$68.39	$70.49
Geologist - Level 2	$58.24	$59.99	$61.84	$63.75	$65.78	$68.02	$70.12
Planner - Level 2	$56.34	$58.03	$59.82	$61.68	$63.64	$65.82	$67.88
Information Technology - Lvl 2	$61.24	$63.07	$65.04	$67.06	$69.21	$71.56	$73.77
Other Environ Scientist - Lvl 2	$51.98	$53.54	$55.19	$56.91	$58.73	$61.27	$60.72
Other Environ Scientist - Lvl 3	$48.44	$49.90	$51.43	$53.03	$54.74	$57.10	$58.34
Engineering Technician - Lvl 1	$56.06	$57.80	$59.54	$61.39	$63.36	$65.45	$67.48
Engineering Technician - Lvl 2	$48.31	$49.81	$51.30	$52.89	$54.57	$56.37	$58.11
Engineering Technician - Lvl 3	$32.25	$33.25	$34.26	$35.33	$36.46	$37.67	$38.83
Hazardous Waste Spec - Lvl 2	$47.11	$48.57	$50.04	$51.60	$53.25	$55.02	$56.74
Draftsperson - Level 2	$33.34	$34.37	$35.41	$36.51	$37.66	$38.91	$40.13
CADD Operator - Level 2	$35.38	$36.48	$37.56	$38.72	$39.97	$41.30	$42.57
Clerical - Level 2	$27.62	$28.48	$29.32	$30.22	$31.18	$32.22	$33.22
Word Processor - Level 2	$26.54	$27.36	$28.17	$29.04	$29.97	$30.95	$31.90

DEPARTMENT OF DEFENSE
CONTRACT SECURITY CLASSIFICATION SPECIFICATION

(The requirements of the DoD Industrial Security Manual apply to all security aspects of this effort)

1. CLEARANCE AND SAFEGUARDING
a. FACILITY CLEARANCE REQUIRED: SECRET
b. LEVEL OF SAFEGUARDING REQUIRED: SECRET

2. THIS SPECIFICATION IS FOR: *(X and complete as applicable)*

X	a. PRIME CONTRACT NUMBER: F44650-99-D0005		
	b. SUBCONTRACT NUMBER		
X	c. SOLICITATION OR OTHER NUMBER: F44650-98-R0010	DUE Date (YYMMDD)	

3. THIS SPECIFICATION IS: *(X and complete as applicable)*

X	a. ORIGINAL (Complete date in all cases)		Date (YYMMDD): 99 01 20
	b. REVISED (Supersedes all previous specs)	Revision No.	Date (YYMMDD)
	c. FINAL (Complete item 5 in all cases)		Date (YYMMDD)

4. IS THIS A FOLLOW-ON CONTRACT? ☐ YES ☒ NO. If Yes, complete the following:
Classified material received or generated under _____ (Preceding Contract Number) is transferred to this follow-on contract

5. IS THIS A FINAL DD FORM 254? ☐ YES ☒ NO. If Yes, complete the following:
In response to the contractor's requested dated _____, retention of the identified classified material is authorized for the period of _____

6. CONTRACTOR *(Include Commercial and Government Entity (CAGE) Code)*

a. NAME, ADDRESS, AND ZIP CODE	b. CAGE CODE	c. COGNIZANT SECURITY OFFICE (Name, Address, and Zip Code)
Parsons Engineering Science, Inc. 8000 Centre Park Drive, Suite 200 Austin, TX 78754	OV8Y2	Defense Investigative Service Defense Industrial Security Clearance Office P.O. Box 2499 Columbus, OH 43216-5006

7. SUBCONTRACTOR

a. NAME, ADDRESS, AND ZIP CODE	b. CAGE CODE	c. COGNIZANT SECURITY OFFICE (Name, Address, and Zip Code)

8. ACTUAL PERFORMANCE

a. LOCATION	b. CAGE CODE	c. COGNIZANT SECURITY OFFICE (Name, Address, and Zip Code)
AS SPECIFIED IN INDIVIDUAL TASK ORDERS. SITES WILL INCLUDE BUT ARE NOT LIMITED TO ALL ACC INSTALLATIONS, SITES AND INTERESTS IN THE CONUS AND OCONUS.		

9. GENERAL IDENTIFICATION OF THIS PROCUREMENT
ARCHITECT-ENGINEER SERVICES FOR ENVIRONMETNAL COMPLIANCE AND ANALYSIS SERVICES

10. THIS CONTRACT WILL REQUIRE ACCESS TO:	YES	NO
a. COMMUNICATIONS SECURITY (COMSEC) INFORMATION		X
b. RESTRICTED DATA		X
c. CRITICAL NUCLEAR WEAPON DESIGN INFORMATION		X
d. FORMERLY RESTRICTED DATA		X
e. INTELLIGENCE INFORMATION		
(1) Sensitive Compartmented Information (SCI)		X
(2) Non-SCI		X
f. SPECIAL ACCESS INFORMATION		X
g. NATO INFORMATION		X
h. FOREIGN GOVERNMENT INFORMATION		X
i. LIMITED DISSEMINATION INFORMATION		X
j. FOR OFFICIAL USE ONLY INFORMATION	X	
k. OTHER (Specify)		

11. IN PERFORMING THIS CONTRACT, THE CONTRACTOR WILL:	YES	NO
a. HAVE ACCESS TO CLASSIFIED INFORMATION ONLY AT ANOTHER CONTRACTOR'S FACILITY OR A GOVERNMENT ACTIVITY		X
b. RECEIVE CLASSIFIED DOCUMENTS ONLY		X
c. RECEIVE AND GENERATE CLASSIFIED MATERIAL	X	
d. FABRICATE, MODIFY, OR STORE CLASSIFIED HARDWARE		X
e. PERFORM SERVICES ONLY		X
f. HAVE ACCESS TO U.S. CLASSIFIED INFORMATION OUTSIDE THE U.S., PUERTO RICO, U.S. POSSESSIONS AND TRUST TERRITORIES	X	
g. BE AUTHORIZED TO USE THE SERVICES OF DEFENSE TECHNICAL INFORMATION CENTER (DTIC) OR OTHER SECONDARY DISTRIBUTION CENTER		X
h. REQUIRE A COMSEC ACCOUNT		X
i. HAVE TEMPEST REQUIREMENTS		X
j. HAVE OPERATIONS SECURITY (OPSEC) REQUIREMENTS		X
k. BE AUTHORIZED TO USE THE DEFENSE COURIER SERVICE		X
l. OTHER (Specify)		

DD Form 254, DEC 90 *(EF-V1)* (PerFORM PRO)

Previous editions are obsolete.

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Attachment 3

12. PUBLIC RELEASE. Any information (classified or unclassified) pertaining to this contract shall not be released for public dissemination except as provided by the Industrial Security Manual or unless it has been approved for public release by appropriate U.S. Government authority. Proposed public releases shall be submitted for approval prior to release

[ ] Direct [X] Through (Specify):

HQ ACC/CEV
129 ANDREWS STREET
LANGLEY AFB, VA 23665

HQ ACC/PA
115 THOMPSON STREET, SUITE 211
LANGLEY AFB, VA 23665

to the Directorate for Freedom of Information and Security Review, Office of the Assistant Secretary of Defense (Public Affairs) for review. In the case of non-DoD User Agencies, requests for disclosure shall be submitted to that agency.

13. SECURITY GUIDANCE. The security classification guidance needed for this classified effort is identified below. If any difficulty is encountered in applying this guidance or any other contributing factor indicates a need for changes in this guidance, the contractor is authorized and encouraged to provide recommended changes; to challenge the guidance or the classification assigned to any information or material furnished or generated under this contract; and to submit any questions for interpretation of this guidance to the official identified below. Pending final decision, the information involved shall be handled and protected at the highest level of classification assigned or recommended. (Fill in as appropriate for the classified effort. Attach, or forward under separate correspondence, any documents/guides/extracts referenced herein. Add additional pages as needed to provide complete guidance.)

SECURITY CLASSIFICATION GUIDANCE FOR THIS CONTRACT WILL BE PROVIDED TO THE CONTRACTOR UPON ISSUANCE OF A TASK ORDER REQUIRING A CLASSIFIED EFFORT

ITEM 14 CONT'D: THAT THE SERVICING ACTIVITY PROVIDES INDUSTRIAL SECURITY OVERSIGHT TO THE CONTRACTOR.

14. ADDITIONAL SECURITY REQUIREMENTS. Requirements, in addition to ISM requirements, are established for this contract. (If Yes, identify the pertinent contractual clauses in the contract document itself, or provide an appropriate statement which identifies the additional requirements. Provide a copy of the requirements to the cognizant security office. Use Item 13 if additional space is needed) [X] Yes [ ] No

BIENNIAL REVIEW OF THE DD FORM 254 IS REQUIRED. ALSO, CLAUSES 5352.204-9000, NOTIFICATION OF GOVERNMENT SECURITY ACTIVITY AND 5352.204-9001, VISITOR GROUP SECURITY AGREEMENTS APPLY. ENSURE THE CONTRACTOR NOTIFIES THE SERVICING SECURITY ACTIVITY (USUALLY SECURITY POLICE) WHEN CONTRACT SERVICES ARE INITIALLY PERFORMED ON AN ACC INSTALLATION. THIS WILL ENSURE

15. INSPECTIONS. Elements of this contract are outside the inspection responsibility of the cognizant security office. (If Yes, identify specific areas or elements carved out and the activity responsible for inspections. Use Item 13 if additional space is needed) [ ] Yes [X] No

16. CERTIFICATION AND SIGNATURE. Security requirements stated herein are complete and adequate for safeguarding the classified information to be released or generated under this classified effort. All questions shall be referred to the official named below.

a. TYPED NAME OF CERTIFYING OFFICIAL	b. TITLE	c. TELEPHONE (Include Area Code)
HELEN VAUGHN	CONTRACTING OFFICER	(757) 764-7582

d. ADDRESS (Include Zip Code)
ACC CONS/LGCE
130 DOUGLAS STREET, SUITE 403
LANGLEY AFB, VA 23665-2791

e. SIGNATURE
Helen Vaughn

17. REQUIRED DISTRIBUTION
[X] a. CONTRACTOR
[ ] b. SUBCONTRACTOR
[X] c. COGNIZANT SECURITY OFFICE FOR PRIME AND SUBCONTRACTOR
[ ] d. U.S. ACTIVITY RESPONSIBLE FOR OVERSEAS SECURITY ADMINISTRATION
[ ] e. ADMINISTRATIVE CONTRACTING OFFICER
[X] f. OTHERS AS NECESSARY

DD Form 254, DEC 90 (REVERSE) (EF-V1.0 PerFORM Pro)

F44650-99-D0005
Attachment 3

SECTION 6
SMALL BUSINESS SUBCONTRACTING PLAN
FOR PARSONS ENGINEERING SCIENCE, INC.

This Subcontracting Plan has been prepared to satisfy the applicable requirements of Public Law 95-507 as implemented by FAR 19.704 and DFARS 219.704. The plan follows the guidelines provided FAR 52.219 9(d) and DFARS 219-704.

Subcontracting Goals

Separate percentage goals (expressed in terms of percentage of planned subcontracting dollars) for the utilization as subcontractors of Small and Small Disadvantaged Business Concerns, Historically Black Colleges and Universities (HBCUs) and Minority Institutions (MIs) and Women-Owned Business Concerns are as follows:

	Dollars	Percent
1. Total Estimated Contract Value		
2. Total Dollars Planned to be Subcontracted		20%
To Large Business Concerns		80% of 2
To Small Business Concerns		20% of 2
Small Disadvantaged Business Concerns		5% of 2B
HBCU/MI		0%
Women-owned Small Business Concerns		5% of 2B

Historically Black Colleges or Universities and Minority Institutions are not included in the Small Disadvantaged Business goals because there are no anticipated opportunities for research and development under this subcontracting plan since the contract is for engineering/design.

Principal types of products or services to be subcontracted:

Products/Services	Large	Small	Disadvantaged	HBCU/MI
Laboratory Analyses	X	X	X	X
Drilling	X	X	X	X
Document Production	X	X	X	X
Technical Editing	X	X	X	X
Environmental Compliance & Analysis Services	X	X	X	
Research & Development	X	X	X	X

The following sources were utilized for solicitation purposes to identify potential suppliers:

- National Directory of Minority-Owned Business Firms
- National Directory of Women-Owned Business Firms
- Regional Directory/ies of Minority-Owned and Women-Owned Business Firms
- The Purchasing Agent's Guide to Labor Surplus Areas
- The SBA Small Business Subcontracting Directory

Indirect and overhead cost goals are not a part of this Subcontracting Plan.

Plan Administrator

The Corporate Small Business Liaison Officer, A. E. (Ted) Sanderson, telephone number (626) 440-6182, will administer the subcontracting plan and is responsible for issuing appropriate instructions to personnel to assure compliance with FAR 52.219-9 and Company policies on utilization of small, small disadvantaged and women-owned business concerns. A description of his duties is as follows:

- Administering the Company Small, Small Disadvantaged and Women-Owned Business Concerns Program in accordance with FAR, DFARS and Company policies and procedures.
- Prepare and submit required summary subcontract report, Standard Form 295, to the Deputy Secretary of Defense.
- Conduct training for all personnel involved in the procurement function for development of new small, small disadvantaged and women-owned business concerns.
- Review procurements over $10,000 for compliance to FAR, DFARS and Company policies and procedures on subcontracting to small, small disadvantaged and women-owned business concerns.

The office, program, or project managers who are responsible for the overall management of the contract have the following responsibilities:

- Has primary responsibility for implementation and achieving goals of contract Subcontracting Plan. Functions as the senior interface with the customer and may call upon other Company resources as required to successfully fulfill the program objective.
- He plans and establishes program objectives, provides visibility to company management and directs program performance to meet customer requirements.
- Monitors negotiated Subcontracting Plans on a monthly basis. Prepares and submits to the cognizant DCMC the semi-annual subcontracting report, Standard Form 294, for assigned contracts.

Description of Efforts

Parsons ES will make every possible effort, within contractual and monetary constraints, to assure small, small disadvantaged and women-owned business concerns have equitable opportunity to compete for subcontracts.

- The company-wide policy and procedures outline in detail the responsibilities of management and procurement personnel.
- Parsons ES management will have periodic reviews of its performance towards meeting its goals. The Parsons ES Director of Contracts and Procurement will be assigned this responsibility to insure its visibility.
- This activity will include periodic procurement reviews and reports to management. Division and region managers will be assigned the responsibility of reassessing performance within their operations and improving the performance.
- Appropriate Parsons ES personnel will be trained in the application of company policies. This includes formal and informal training, which will be the responsibility of the Small Business Liaison Officer.
- Parsons ES will provide technical and administrative assistance to small, small disadvantaged and women-owned businesses prior to the solicitation phase, during the solicitation phase and during contract performance.
- Such technical assistance and administrative assistance is to include, but not be limited to:

  A. Buyer interface to discuss specification and production requirement.

  B. Cognizant engineer and/or component engineers to interface for specification clarification and requirements.

  C. Vendor visit, as required, to discuss facility capabilities and recommend process improvements.

- Parsons ES will assure that a best effort will be made to use, whenever applicable or feasible, Historic Black Colleges or Universities (HBCUs) and Minority Institutions (MIs). This will be accomplished by considering whether subcontracts which are contemplated will involve research or studies of the type normally performed by higher educational institutions. These dollars will be included in the small disadvantaged business goals. (See goals portion of the plan.)
- Parsons ES will provide counseling assistance to the fullest extent possible to any Small Disadvantaged business concerns upon request, and consistent with good business practice. Such assistance will include, but not be limited to (i) progress payments, (ii) on-site technical assistance, (iii) quality assurance assistance, (iv) engineering assistance, and any other areas that may be deemed necessary. Reference DFARS 219.704 (A) (3).

- Where possible, and consistent with good business practice, Parsons ES will restrict competition of certain consumables such as computer peripherals (paper, tapes, diskettes, etc.) stationery supplies, and other miscellaneous computer components to Small Disadvantaged and Women-Owned business concerns. Reference DFARS 219.704 (A) (3).
- The Program (or Project) Manager will be responsible for insuring timely consideration of Small, Small Disadvantaged and Women-Owned concerns in all make-or-buy decisions under the contract for which the manager is responsible, based upon the potential and capability of these concerns. This effort is detailed in Company policy.
- The Small Business Liaison Officer will participate in the entire procurement cycle and will cause review subcontracts over $10,000.
- Parsons ES will be an active participant in symposiums and conferences, as well as meetings sponsored by federal agencies, local government agencies, and private groups.

The Small Business Liaison Officer and/or Administrator will attend and contribute to the success of these conferences and act as a counselor on a continuous basis.

- In addition, Parsons ES will provide technical and administrative advice and encouragement to Small, Small Disadvantaged and Women-Owned companies with the objective of qualifying them for potential subcontracting. Parsons ES has and will use all systems and publications previously listed in identifying Small, Small Disadvantaged and Women-Owned business concerns for proposal activity.

Clause Flow Down

Parsons ES will include a subcontracting clause entitled "Utilization of Small, Small Disadvantaged and Women-Owned Business Concerns" in accordance with FAR 52.219.8 in all subcontracts which offer further subcontracting opportunities, and will require all subcontractors (except Small Business Concerns) who receive subcontracts in excess of $500,000 to adopt a plan as outlined above in accordance with FAR 52.219.9.

The Small Business Liaison Officer will review all potential subcontracts in excess of $500,000 to assure that a subcontracting plan is prepared in consonance with its own plan under the prime contract.

He is also responsible for monitoring compliance to this subcontracting plan.

Reports and Cooperation

Parsons ES will cooperate in any studies or surveys and submit such periodic reports as may be required by the Federal Agency or the Small Business Administration in order to determine the extent of compliance with the subcontracting plan. Parsons ES agrees to submit

Standard Form (SF) 294, Subcontracting Report for Individual Contracts, and Standard Form (SF) 295, Summary Subcontract Report, in accordance with the instructions on the forms. In addition, Parsons ES will assure that its subcontractors agree to submit Standard Forms 294 and 295 when required.

Records

Records will be maintained and updated quarterly, or as required, to demonstrate the compliance to this plan and to show the total dollar subcontract commitments and the percentage committed to Small, Small Disadvantaged and Women-Owned business concerns. The Subcontracting Report for Individual Contracts, Standard Form 294, as well as Standard Form 295, will be utilized for this purpose when required.

A. Source lists of Small, Small Disadvantaged and Women-Owned business concerns will be on file and be maintained and updated to identify new sources. The current source lists are available at all times to all purchasing personnel.

B. Organizations to be contacted as needed to obtain Small, Small Disadvantaged and Women-Owned business concerns are:

(1) DCMAO
(2) SBA
(3) Black Businessmen's Association
(4) Asian Businessmen's Association
(5) Latin Manufacturer's Association
(6) Regional Purchasing Associations
(7) Association for Equal Opportunity in Higher Education

C. On a contract-by-contract basis, records will be maintained on all subcontract solicitations over $100,000 indicating (a) whether Small business was solicited, and if not, why not; (b) whether Small Disadvantaged business was solicited, and if not, why not; and (c) reasons for the failure of responding small businesses to receive the subcontract award.

D. Records will be maintained on outreach efforts as follows:

Contacts with Disadvantaged and Small business trade associations. Contacts with business development organizations. Attendance at Small and Disadvantaged business procurement conferences and trade fairs.

SIGNED: Edward C. Bishop

DATE: MARCH 30, 1999

TYPED NAME: EDWARD C. BISHOP, Ph.D., P.E., CIH

TITLE: PROGRAM MANAGER